

RESTORATIVE PRACTICES TOPIC ADVANCED June 2007

Date(s): Saturday 30 June & Sunday 1 July 2007
 Venue: Forest House School, Surry Hills, Sydney
 Times: Sat & Sun 8:30am–6:30 pm
 Facilitators: Angela, Julie Ann, Katherine, Laurie
 Support Person: Malcolm
 Report by: Katherine

AVP News

- Rochelle – welcome back to AVP(NSW). Rochelle has moved to Wollongong after a number of years overseas and interstate

Workshop Summary for Restorative Practices workshop report

- This was an interesting challenging workshop as the team developed a new Topic Advanced workshop on Restorative Practices. The activities worked well and there needs to be more of a content framework added to the workshop
- The HIPP workshop on Restorative Practices focuses on the training of teachers to conduct restorative conferences. The AVP workshop focuses on the exploration of restorative practices as a personal and interpersonal tool for conflict transformation within an AVP framework
- There was a good mix of AVP facilitators and non-AVP facilitators amongst the 9 participants for this two day workshop
- The feedback from the participants indicated a strong satisfaction rate with the level of facilitation however only a 'good' rating for overall, content and process. The reflection activities were very popular as were the activities that covered the Restorative Practices process. There were concerns about the lack of framework and lack of definition of Restorative Practices.

Recommendations for Issues

- Need to have more time for development of any new topic workshop
- Need to have a planning session to ensure that all the facilitators are empowered by being involved in a collaborative process to develop the workshop together and share their knowledge, experience and ideas
- Need to have any new activities that are to be used written up to enable all facilitators to be empowered by being involved in the presentation of all activities.

Facilitation Ideas

- Good to start all the Buddy activities with "What's on top", good to build relationship and good practice for life and for AVP workshops
- Need to revisit What is AVP?' and add 'What is "Restorative Practice"?'

Session 1 Saturday 8:30am - 1:00pm Community Building & Consensus

- 1 A Buddies [poster]
Good to start all Buddy activities with "What's on top?" good tool
What drew me here & how I use Transforming Power in my life
It is better to start Buddy activities with What's on Top
Good to have a 'filler' activity while the team gets organised
Good to have a sharing activity to enable the participants to build their community
Support person needs to be introduced as one of the team too
- 2 L Welcome & Introduction to Facilitators [at 9:00 am] & Pipecleaners
Restorative Practices – exploration of relevance to our lives & AVP practices

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- After a late start it worked OK to run these activities together with a group with a number of facilitators as participants*
- 3 A Gathering: My name, what has drawn me here & what I hope to get from this workshop
 - 4 K Agenda & Introduction to the Workshop
*Covered history of RP & need introduction to topic content
 Need to revisit What is AVP and add What is 'Restorative Practice'
 Restorative Practices – exploration of relevance to our lives & AVP practices*
 - 5 J Affirmation Names with Gestures
New adaptation worked well to build community. Everyone stood, each person gave a gesture when they said their name and affirmation name, and everyone in the circle repeated the gesture as each person repeated the names around the circle.
 - 6 K Three question interview
Variation worked well. The group was divided to pairs to share their questions three times, then in a circle each person was very briefly introduced by 4 people (including their three pair share partners). The facilitators who had not been in the activity were also introduced. It would be good for team members to take turns facilitating and participating. The variation of everyone milling around and asking one different person one of the questions (like the Party Time activity) would also have worked well
 - 7 A L&L: Storm Brewing
Excellent variation of 'Big Wind Blows'. "The storm brews for all of us who...are frightened by loud noises", "...distressed by not being listened to"
 - 8 J ~~Safety Circle~~
*"What do I need to keep me safe in a conflict" & "What can I do to contribute to keeping others safe in a conflict."
 Important not to have wording – 'How can I help to keep others safe?'
 Activity was needed eg. to remind about safety issues like touching & cultural sensitivity, esp. with so much role-play. Some participants also missed it*
 - 9 M Housekeeping
Good to have this activity presented by the support person
- break
- 10 J Stand by your key
*Called the Mandala 'elements' 'keys'
 Placed 'keys' on the floor, asked participants to stand by one of the keys & invite anyone to share their reflections with the group. No need to debrief*
 - 11 L Flagpole
 - 12 A L&L: The Machine
 - 13 K Consensus
*Explores the topic & what it means to us
 Asked - What aspect of Restorative practices do you want to focus on
 Process took a long time with storming, next time will not use HIPP workshop topic options as these were too theoretical & not appropriate for AVP workshop
 Would another power activity like 'Power 1-2-3-4' have helped this process??*
 - 12 J/A Reflection **QUICK??????????**
 - 13 L Close
- Lunch

Session 2 Saturday 2:00-6:00 pm – Introduction to Restorative Practices – exploration of relevance to our lives & AVP practices

Topic selected – People needs behaviour / consequences when harm has happened between two entities and how restorative practices and AVP can happen/heal/help/heart/head/common ground/taking ownership

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of entities responses to conflict

- 1 K Buddies debrief
*Invited buddy pairs to debrief each other using the three RP debriefing question
Very successful adaptation*
 - 2 L Welcome & Agenda
Need to start this session with a reference to the topic
Need to add facilitator's summary of the elements of this
 - 3 J The Toaster
*New activity, went well needs more development, eg. new name, scenario, link
to 'Goals Relationship' or blame framework
If you burn the toast will you blame the toaster, blame yourself or say that you
did not want toast after all? Which group will you stand in? Group members talk*
 - 4 A L&L: What 'u' Doing?
 - 5 K Tower Building Activity with Different Team debriefs
*Debrief Group A with the series of directed 'teaching style' questions, debrief
Group B with the restorative practices three questions & debrief Group A again
using the restorative debriefing model. Debrief the activity with a focus on the
different impacts on the group of the different debriefing models. This is
restorative practice.
Select the groups, do not have emotionally vulnerable people in Group A which
will have both debriefing styles & give Group A the opportunity to debrief with
the restorative model to enable them to heal from the damage of first debrief*
- Break
- 6 J Working Together Window
 - 7 L L&L:
 - 8 A ~~Tableau (or Circuit Breaker)~~
 - 9 L ~~Modeling with your buddy (with modeling clay)~~
 - 10 K/A Reflection
 - 11 A Close

Session 3 Sunday 8:30-1:00pm Restorative Practices

- 1 L Buddies
- 2 A Welcome & Building Bridges Stretch
Bridges worked well, need first to remind people about touching
- 3 L Gathering: An "ah ha" I have from yesterday
Everyone needs to start with their name & affirmation name
- 4 K Agenda
- 5 J Stand By Your Key
- 6 L Back to Back Drawing
*Adaptations worked – put out rows of chairs & invited participants to select chair
Handed out writing board, paper & pens to participants in Row B
Show Row A the picture, the drawers draw in silence
Have both Row B do their drawings & then Row A do their drawings
Have the pairs turn & face each other, show each other the drawings, see the
masters and debrief each other using the restorative questions
Then ask the pairs to reflect on what was the hardest thing for their partner &
then check with their partner*
- 7 K L&L: Jail Break
- 8 K Corridor Conferencing
*In groups of three mini role-plays between two characters with a facilitator who
'cuts' the conflict & asks three restorative questions
Third restorative debriefing question "What do you need to be able to move on?"
Topics 1) Housemate play loud music after your bedtime. 2) Someone else turned*

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off your computer & you have lost your unsaved assignment, 3) You have borrowed your Dad's car, in a carpark someone has crashed into your car. You are confronted by the other driver

Break

9 J Hassle Lines

Modification worked very well. Participants debriefed each other after each conflict, instead of the facilitator debriefing, participants empowered. Second scenario one of each pair was briefed about the scenario outside with one lot of information, and the other of the pair was briefed inside. This way they had different 'bit's of the information.

10 L L&L: Here I Sit

11 A Tableau (aka Circuit Breaker & Broken Record)

In groups of three, mini role-play - each character has a sentence to keep repeating til one person breaks the pattern and allows others to change too. Eg. family of daughter and parents – Daughter "I'm going out now"; Mother "Not dressed like that" & Father "Listen to your Mum"

12 Reflection

13 Close

Sessions 7& 8 Monday 2:30-5:30pm Reflection & Ungathering

1 L Welcome & Gathering: My name & the nastiest food I've eaten

2 J Agenda

3 L Restorative Practices model

4 K ~~L&L: Pattern Ball – the difference of one~~

5 A Guided Reflection

6 K Affirmation Pages

Sit in circle, make an affirmation page for buddy, write short affirmation & pass page on to the next person to write an affirmation, pass all the pages around until everyone has written on all the pages

7 J Three Wishes (aka Affirmation Whispers)

8 L Farewell to Buddies

Break

5 K L&L: Pattern Ball – the difference of one

Need to have non-vulnerable participants near the facilitator to be able to accommodate the changes

Throw the ball around the circle to every second person, facilitator quietly step out of the circle & let the pattern change, then quietly step back in & change the pattern again. Ask "What happened.." then restart the activity

Moved this activity til later as the group was in a calm reflective space

9 A Evaluation forms

10 K Unanswered Questions

11 J Ungathering: A learning from this workshop & how I am going to look after it

12 K Where to From Here

13 L Pipecleaners Returned

14 all Graduation

15 A Close: Web & Energy Hands

16 K Co-operative Clean-up.

NOTES

- *Possible gatherings*
 - *One of life's experiences tat has contributed to my resilience is ...*
 - *How could Restorative Practices impact on my relations in my work or life?*

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- *Consensus topic options that did not work – The content of the conflict; How conflict escalates & de-escalates; How broken relationships affect others; How broken relationships affect me; Restoration side of restoring relationships.)*

FEEDBACK

Overall - 1-x3, 2-x5

Content - 1-x1, 2-x6, 3-x1

Process - 1-x2, 2-x5, 3-x1

Facilitation - 1-x7, 3-x1

(Ranking 1=excellent, 2=good, 3=OK, 4=unsatisfactory, 5=poor)

SUGGESTIONS

- A more focused workshop on restorative practices. 1) I was disappointed we didn't get the promised overview of RP – it could have been done as a rap and/or a poster as the information & guidelines to philosophy of AVP or 2) pair share with questions or Looking Together Window – needed another level – both good, but need linking more clearly
- Oooo! Maybe review 'Safety Issues'
- Yes – building community workshops for eg churches, it's a shame that I feel so connected, in community with, those people whom I may never see again, and not in community with most people in my Quaker Meeting – we'll talk about this more
- I think the Three Wishes was very special but needed more explanation at outset – one of my wishes for myself was "a good death". I wouldn't have included that if I'd known it would be read out to others; another wish someone wrote was for "God's church" – not always appropriate
- More support for the facilitator when they got stuck and lost direction
- I would enjoy more complex and challenging examples and role-plays
- Open space option
- Finish earlier on Sunday somehow
- Less structured and no reporting back. I have thought this before too
- Expectation [workshops] sounds good
- I wasn't satisfied with the last session on Saturday morning [Consensus] when we defined the topic we wanted to do. It's not clear to me that we did whatever we decided either. Could we have done without a formal statement?
- [When some people brought their stuff to the Consensus activity] by doing what they did, asking them to discuss it later
- Explain more the idea of Restorative Practice
- There were a few issues raised out of the explanation of the topic that could be developed into an enlightening workshop (eg. having notes from our discussions)

HIGHLIGHTS

- Three Wishes, Tableau, Buddy, lots
- Tableau
- 'Satellites' it made me laugh – also enjoyed the Consensus process
- Defining what to learn in Consensus
- Tableau and Corridor Conferencing exercises. The need to listen and to ask how something is for the other person. The three questions for the restorative process
- Debriefing questions and Consensus activity

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- The ending with many gentle exercises
- Three Wishes – the whispering process was an experience I found became very powerful with its process

WHAT CHANGED YOU

- I feel more hopeful. I feel more relaxed about 'just-ice', about 'just-us'
- No real challenges
- Step by step I learn and grow & enjoy the time provided by the workshops to connect & learn about myself
- Probably the 'Circuit breaker' – realizing we can't assume someone will react a certain way. The 'Corridor' exercise was the same – we did not know what the other person was thinking. This reinforces something I learnt last time but I had not thought of it so clearly til now
- Debriefing questions
- My tolerance levels increased as I asked for help from people & got it
- Lots and why. It keeps on growing.

WHAT CHANGED HOW YOU DEAL WITH VIOLENCE

- I'm getting better at thinking before reacting; also determined to stand up for myself – a Rabbi said "If I am not for myself then who will be for me? And if I am for myself alone, what am I?"
- I feel positive about my ability and capability
- Reminded me of the power of careful language, neutrality and listening
- Some musings about how I can utilise this in my work and life will take place soon
- I will try to step back and think about the other person's needs. Then if there has been a quarrel I can apply the three questions
- Not so much violence as interpersonal relations – using the debriefing questions
- By helping me to realise I need to be kinder to myself thereby I will be kinder to others
- It gave me an insight how I/we buy into someone else's conflict, it enhance that conflict if it got handled with appropriate sensitivity

LEAST HELPFUL

- Possibly not knowing what was the other restorative 'justice' as opposed to restorative practices
- Corridor activity seemed poorly facilitated
- Late lunches
- The three questions for the 'getting to know you' exercise [Buddies??]
- Some group members bringing their own stuff and wanting to argue

FACILITATION

- Lovely. I appreciate different styles of different facilitators. Loved having Laurie in the 'mix'
- I think the facilitators learn even double what the participants learn
- At times some of the activities were poorly explained
- Thank you
- It was very good
- Team worked very well together – very considerate and supported
- Three Wishes – need to make clear how they will be used as the 2 papers received had very personal comments which were not suitable to be shared –

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one on death and one on Christianity

- 10/10
- It was delivered in a most professional manner with care and consideration of everyone's needs (both participants and facilitators).

COMMENTS

- I think that doing the HIP Restorative Practices workshop I came away with a stronger sense of the process and how to use it – probably seeing the Terry O'Connell film made a difference
- Role-play very good
- Process – fascinating
- It was great. Very helpful, practical and a really fortunate event
- I felt privileged/fortunate to learn/participate in this restorative practices workshop